

**Commonwealth Members of Parliament Staff Enterprise Agreement 2020-23
Bargaining Group**

MEETING RECORD

Wednesday, 25 November 2020

2:00pm – 4:00pm

GovTEAMS

Present:

Name	Office / Organisation
Luke Barnes	Mr Dave Sharma MP
Mark Briers	Senator the Hon Anne Ruston
Lynnis Bonanno	Mr George Christensen MP
Helen Lewis	The Hon Stuart Robert MP
Rosemary Little	The Hon Peter Dutton MP
Leonie Lloyd-Smith	Mr Rowan Ramsey MP
Tom Pretty	The Hon Dan Tehan MP
Nathan Winn	Mr Bert Van Manen MP
Kim York	Senator Rex Patrick
Mick Jones	Australian Services Union (ASU)
Poni Ravula	ASU
Brydan Toner	ASU (Dr Mike Freeland MP)
Bryce Wilson	ASU (Mr David Smith MP)
Ron Johnson	Community and Public Sector Union (CPSU)
Eleanor Kennedy	CPSU
Trish Cowcher	CPSU (Senator Jordon Steele-John)
Kim Hall	CPSU (Ms Sharon Claydon MP)
Kate Sutherland	CPSU (Ms Lisa Chesters MP)
Steven Mammarella	Minister for Finance
Dana Sutton	Department of Finance
Luke Kostava	Department of Finance
Jo Fernandez	Department of Finance

Apologies: Michael Heydon (Senator Slade Brockman), Simon Kelly (Mr Llew O'Brien MP)

Meeting Chair: Dana Sutton

Meeting opened: 2:00pm

Meeting closed: 4:05pm

Item 1 – Welcome and introductions

- Ms Sutton opened the meeting and welcomed all attendees. Attendees introduced themselves and apologies were noted. Ms Sutton notified that Loretta Sist has stepped down as a bargaining representative. Ms Kennedy notified that Kellie McNaughtan has also stepped down as a bargaining representative.
- Ms Sutton reminded representatives of good faith bargaining obligations under section 228 of the *Fair Work Act 2009*.

Item 2 – Status of bargaining

- Ms Sutton acknowledged it has been an extraordinary circumstances since the last bargaining meeting in March and thanked representatives for their understanding during the pandemic. Before bargaining was paused, the Government responded to 109 of 146 proposals. She confirmed, consistent with the views expressed by bargaining representatives, that the Government is preparing to respond to further proposals as expeditiously as possible.
- Mr Wilson pointed out that a number of claims previously responded to were made under the *Workplace Bargaining Policy 2018* and asked if further consideration needed to be given in light of the 2020 Policy. Ms Sutton agreed to further consider this issue.
- Open Action items
 - 5/20 – Complete - Finance circulated a draft list of future meetings on 20 November 2020.
 - 6/20 – Complete - Finance provided information on parliamentary allowances available to ACT senators and members on 18 March 2020 by email.
 - 7/20 – Complete - Finance circulated responses to Mr Johnson’s information request regarding superannuation calculations on 18 March 2020 by email.
 - 8/20 – Complete - Finance provided how many employees have accessed Supporting Partner Leave on 18 March 2020 by email.
 - 9/20 – Open - CPSU indicated that they would email Finance a list of questions about the enterprise bargaining ballot. Ms Sutton noted that we would discuss ballot later in the meeting.
- Ms Sutton provided an update on the status of Fair Work applications filed by CPSU and ASU regarding the bargaining dispute. All parties attended listing on 13 November and it was agreed to provide a timetable with not less than two meetings rescheduled before the end of year. ASU withdrew their application on 24 November. An additional listing was held on 24 November. It was noted many issues would be discussed with all bargaining representatives in the meetings scheduled this week. The matter is currently open for possible relisting.

Item 3 – Public Sector Workplace Relations Policy 2020 (the 2020 Policy)

- Ms Sutton provided an overview of the 2020 Policy which applies to Members of Parliament staff. While most of the provisions of the 2018 policy continue to operate, the wages policy is adjusted to reflect the changing economic circumstances and to ensure public sector wage increases remain consistent with the broader Australian labour market.
- The meeting discussed the removal of the concept of a fixed wage increase cap at 2 per cent cap and the new Policy that establishes a link between the outcomes in the private sector Wage Price Index (WPI) and the wage outcomes in the Commonwealth sector. Ms Sutton noted that there is no floor or ceiling for wage adjustments, only that they cannot be more than WPI.
- A number of representatives expressed that applying the 2020 Policy to the new MOPS Act employee agreement would be unfair as bargaining has been under way since 2019.

Item 4 – Other business

- Ms Sutton addressed information request received by the CPSU on 24 November and confirmed that Finance would also reply in writing.
- Ms Sutton discussed the replacement arrangements for nominated as bargaining representatives and confirmed the continuation of access up to 20 days’ replacement employment.
- The meeting discussed how the private sector WPI salary increase limit and compulsory six month pay pause works.
- Mr Toner asked to consider meeting in person for future bargaining meetings. Ms Sutton noted this would be difficult to facilitate while adhering to COVID safety, and would consider the options.
- Mr Kostava outlined how the ballot would operate.
- Ms Sutton noted that at the next meeting the Government would present responses to claims.

ACTION ITEMS
11/20: Finance to consider meeting in person for future bargaining meetings.
12/20: Finance to provide written responses to claims before the next meeting.

Item 5 – Next meeting

- The next meeting is on 27 November 2020 at 11am-2pm.